



THE COUNTY OF LOS ANGELES
announces the recruitment for

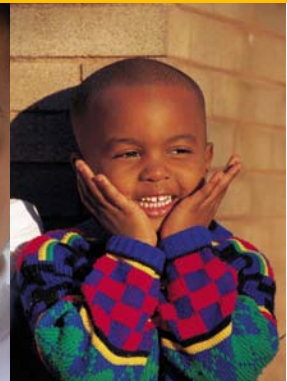


DIRECTOR, CHILDREN and FAMILY SERVICES

(Unclassified)



Filing Period: August 1, 2011 — Until the Position is Filled



THE COUNTY OF LOS ANGELES

With a population of more than 10 million people, Los Angeles County has more residents than any county in the nation, and within its boundaries are 88 cities. It is rich in cultural diversity and home to world-renowned museums, theaters, the nation's motion picture industry, major universities, and numerous five-star restaurants. The mountains, deserts, and the beautiful Pacific Ocean, along with some of the world's finest urban recreational attractions, are freeway close.

The County is governed by a five-member Board of Supervisors who are elected on a non-partisan basis and serve four-year terms. As the governing body, the Board of Supervisors serves as both the executive and legislative authority of the largest and most complex county government in the United States. Six appointed positions (Auditor-Controller, Chief Probation Officer, County Counsel, Director of Children and Family Services, Fire Chief, and Executive Officer of the Board of Supervisors), and three elected officials (Assessor, District Attorney, and Sheriff) report to the Board of Supervisors. The remaining department heads report to the Chief Executive Officer (CEO) for a total of thirty-six (36) major administrative units or departments currently serving the needs of the County's residents.

In fiscal year 2010-11, the County had an annual budget in excess of \$24 billion. The County employs over 100,000 full-time personnel to serve its diverse population.

THE DEPARTMENT OF CHILDREN AND FAMILY SERVICES

Established in 1984, the Los Angeles County Department of Children and Family Services (DCFS) is the public agency charged with ensuring that children grow up safe, physically and emotionally healthy, educated and in permanent homes. DCFS works to ensure that all children have a connection to family, friends, schools and neighborhoods; and provides services to children and their families when they are at-risk due to actual or potential child abuse, abandonment, neglect or exploitation.

The DCFS ensures that children whose families can provide a safe home environment for children are respected and strengthened. Those children whose families are unable to provide a safe home environment are provided with temporary homes which support optimum growth and development. The Department is currently working on several major initiatives to improve the consistency and quality of decision-making, ensure prompt permanence for children, establish community-based and neighborhood-based shelter and foster care options, and to establish an effective decentralized system of delivering community-based and family-centered services.

The DCFS operates under the philosophy that keeping children with parents and relatives in their communities and schools of origin, as well as ensuring that sibling groups are placed together, is critical to serving the best interests of the child. The Department's system has at its center, the tenets that the Department's family care system must be family-centered and community- and neighborhood-based to best serve the needs of children and immediate families and relatives.

The average daily caseload of about 45,500 active cases is served by the DCFS through 18 offices located throughout Los Angeles County including metropolitan Los Angeles, the Antelope Valley, San Gabriel Valley, San Fernando Valley and the South Bay area. The Department maintains a culturally diverse workforce and serves a culturally diverse County and communities. The DCFS had an annual budget in excess of \$1.8 billion for Fiscal Year 2010-11 and funding for approximately 7,323 positions.

THE POSITION

The Director has full responsibility for directing all operations of the Department of Children and Family Services. This includes all the personnel, programs, facilities, and services necessary for the administration of protective services, foster care, adoption, and treatment for children in accordance with federal, state and county statutory and regulatory requirements.

The duties of the Director of Children and Family Services include, but are not limited to, the following:

- Establishes and implements the Department vision, mission, and program priorities.
- Formulates departmental policy consistent with the established vision and mission.
- Directs the fiscal, personnel, budget and other administrative functions of the Department to support the accomplishments of the Department's vision and mission.
- Provides strong leadership for integrated child welfare activities for children, in collaboration with other County Departments, and law enforcement agencies.
- Establishes and communicates desired outcomes, performance indicators, including business analytics, and reports on the priority areas of safety, well-being and permanence, and self-sufficiency.
- Directs the administration of child welfare services with an emphasis on community-based and family-centered services.

- Directs decentralized child welfare services and programs through a system of geographically-based regional offices and assures uniformity of standards, operations, and decision-making.
- Directs the Department's plan for providing timely permanence for children through reunification, relative care, or adoption.
- Reports to the Board of Supervisors on the Department's operational needs, program plans and on the accomplishment of outcomes in the areas of safety, well-being, permanence and self-sufficiency.
- Represents the Department with federal and state agencies and as a member of national and statewide professional associations and organizations.
- Directs a public relations program to ensure accurate and prompt response to media and other inquiries, and ensures publication of the Department's plans, initiatives and accomplishments.
- Works with external stakeholders such as the Commission for Children and Families, and other commissions and councils, to plan and coordinate services provided to children and to report results.
- Directs contracted services for the Department to establish, measure, and report on performance-based contracts.
- Serves as a subject matter expert, with other County departments to establish a comprehensive plan and network to ensure high quality services and permanence for children in County care.

THE IDEAL CANDIDATE

The ideal candidate would be a strong leader with extensive executive management experience in a dynamic and complex organization. This proven manager will have demonstrated experience in turning around complex agencies and achieving successful outcomes. The ideal candidate must promote a cooperative environment, demonstrate integrity and accountability, and practice sound management and decision making. He or she will be results-oriented, intuitive, perceptive, and able to multi-task, inspire, and motivate others. The ideal candidate can collaboratively build the necessary partnerships and coalitions for the Department's success in meeting the needs of children and has the ability to work effectively with public officials, law enforcement agencies, community groups, private organizations, the media, and the general public.

QUALIFYING EXPERIENCE

Demonstrated knowledge, skills and abilities required in managing a large workforce in a complex organization which may include, but is not limited to, child welfare or human services. Experience should include direction of budget, personnel, fiscal, supply or other administrative functions of the organization.

LICENSE:

A valid California Class "C" Driver license or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

DESIRABLE QUALIFICATIONS

- Demonstrated experience in turning around complex organizations and achieving successful measurable outcomes.
- Demonstrated knowledge of executive management principles and budgetary controls and funding streams within a large, complex organization.
- Demonstrated vision, leadership and effective communication skills to direct a major organization's strategic planning and budgeting processes.
- Demonstrated knowledge and experience in the implementation and evaluation of performance-based metrics and customer and program-based improvement initiatives.
- Demonstrated performance and success implementing efficiencies and innovation in an organization engaged in the administration of a large business environment or enterprise.
- Extensive expertise and knowledge of family-centered services and programs, and the ability to effectively link children's services programs to fiscal resources and leverage program funds.
- Demonstrated experience in establishing, managing and implementing successful, progressive children's programs and services, including demonstrated success in obtaining permanency for children through utilization of progressive family and adoption practices.
- Demonstrated understanding and experience with building strong neighborhood community-based service systems and resources to support family and children's service needs in a manner that preserves family and community relationships.
- Demonstrated record of participation and leadership in national professional associations and organizations.
- Master's Degree or higher in public administration, business administration or a related field.

COMPENSATION & BENEFITS

Compensation: Compensation is open to negotiation. Starting salary will depend on qualifications, salary history, and career accomplishments. Specific salary placement will be based upon the evaluation of a candidate's overall ability to provide exemplary leadership to the County. This position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP).

Benefits: The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs as detailed below.

Retirement Plan: The successful candidate may choose either a contributory or non-contributory defined benefit plan. It should be noted that County employees do not pay into Social Security, but do pay the Medicare Hospital Insurance Tax (HIT) portion of Social Security at a rate of 1.45%. *The Los Angeles County Employees Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California.*

Cafeteria Benefit Plan: The MegaFlex Benefits Plan is a cafeteria plan through which benefits may be purchased using a tax-free County contribution of an additional 19% of the employee's monthly salary. Any portion of the County contribution not used to purchase benefits is paid to the employee as taxable income. Benefits available within the MegaFlex Benefits Plan include medical, dental, disability, life, and AD&D insurance. Note: Not applicable to County employees who are currently in Flex.

Flexible Spending Accounts: Employees may contribute up to \$400 per month, tax-free, to Health Care and Dependent Care Spending Accounts. The County contributes \$75 per month to the Dependent Care Spending Account.

Savings Plan (401k): Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

Deferred Compensation Plan (457): Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

Holidays: 11 paid days per year.

Transportation Allowance: The monthly transportation allowance is \$525.

Split Dollar Insurance: Level life insurance death benefit of \$50,000 to \$250,000 depending on age at entry into the plan.

SELECTION PROCESS

The process for this recruitment is highly confidential and will be handled accordingly through the recruitment and evaluation phases. References will not be contacted until mutual interest has been established. Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's qualifications for this position. Only the most highly qualified candidates, as determined by an initial screening process, will be invited to participate in the interview process.

The names of the most highly qualified candidates will be submitted to the Board of Supervisors for consideration and appointment. Candidates should be aware that an extensive background investigation will be completed on the candidates invited to participate in the final selection process.

TO BE CONSIDERED

Highly qualified candidates are invited to submit a statement of interest and resume detailing education completed, positions held, current salary, professional qualifications and accomplishments to:

Meng, Finseth, Peeps & Associates
Charles M. Meng
3858 Carson Street, Suite 202
Torrance, CA 90503
e-mail: chuck@mfpsearch.com
Phone: (310) 316-0706

Resumes, including cover letter and record of accomplishments, will be reviewed and evaluated as received. This position is considered open until filled. Electronic submittals are preferred.

Pursuant to State and federal requirements, we are requesting that you voluntarily provide the following information: (1) your race/ethnicity and (2) your gender. This information should be on a separate piece of paper (without your name) attached to your resume. This page will be removed from your resume when it is received, kept confidential, and utilized solely for required statistical purposes.

This announcement may be downloaded from the COUNTY OF LOS ANGELES website at:
<http://dhr.lacounty.info>

The County of Los Angeles is an Active Equal Opportunity Employer.